Volume 10, Number 14 August 26-September 22, 1995

UCSF Newsbreak

Respected scholar steps into limelight

Atkinson takes the UC helm in stressful times

By ALLEN J. BALDERSON

Richard C. Atkinson became the man of the hour the afternoon of Aug. 18 when he was approved by the UC Regents as the 17th president of the University of California. He replaces Jack Peltason, who steps down Oct. 1 after heading the 154,000-student, nine-campus system for just three years.

Atkinson takes the helm at a time when UC is going through enormous change and tumultuous times, one of the most pressing being the thorny issue of implementing the Regent's new policy on affirmative action to end the use of race or gender as a preference in UC admissions, hiring or contracting.

Chancellor of UC San Diego since 1980, Atkinson opposed the Regents' action along with the other eight chancellors.

Determined to make the policy work, however, the new president said he believes the Regents still want racial diversity on all UC campuses. There now is in place a Peltason-appointed task force to work out the details of developing a new admissions policy. Nonetheless, Atkinson now must satisfy a large University population opposed to the new policy and a Regent body demanding its implementation.

"I didn't welcome the decision," he said, "but the University's outreach programs are extremely effective ... and it gives us the opportunity in the early education effort ... to have substantial impact over a period of time."

Dealing with the University's tenuous economic situation will be another challenge for Atkinson as the University faces cuts in federal funding. While UC received a 3.5 percent increase in state funds this year, Atkinson plans to work hard with the governor and the legislature, but stressed that private fundraising will have to be vigorously pursued. "I don't like the term privatization of the University," he said, "but the amount of funding we get from the state is very small. Every dollar the state invests in us, it gets a tremendous multiplier effect."

Regent Ward Connerly, the man most responsible for ridding UC of its affirmative action programs, has been quoted in the press as wondering if Atkinson had the "stomach" to make changes and if necessary to fire some of the chancellors. "The quality of the people now in place is better than at any other time in history," said Atkinson. "I'm proud of every chancellor we now have."

The son of immigrant parents — his father came to this country at the age of 16 as a farm laborer, his mother as a domestic servant — Atkinson realizes the importance of a good education. "The US has been very effective in bringing people here and educating them. It is a great pleasure to be able to participate in such a magnificent venture," he said.

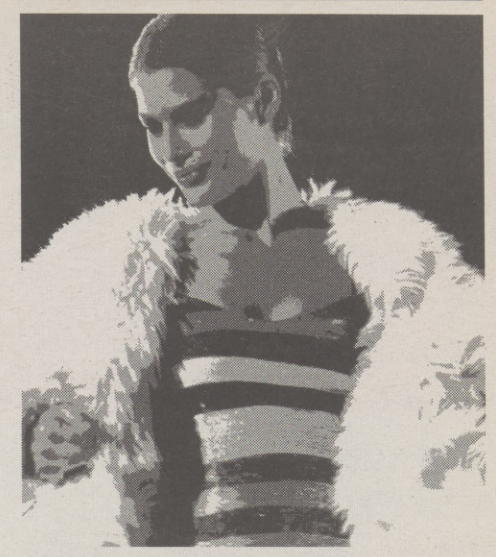
Allen J. Balderson

At the Regents' meeting announcing his appointment: new UC President Richard Atkinson surrounded by, left, UC Davis Chancellor Larry Vanderhoef and Atkinson's wife, Rita.

Receiving the same base salary as Peltason — $243,500 — Atkinson laid out his top priorities for UC: attracting the best faculty and staff, further streamlining UC's management, increasing cooperation with elementary and middle schools, and boosting research partnerships with industry.

Atkinson is a respected scholar in psychology and cognitive science who once presided over the National Science Foundation under President Jimmy Carter (1977 to 1980) and later headed the American Association for the Advancement of Science (1989 to 1990). He began his science career as a lecturer in

(See **ATKINSON** *on page 6)*



Page 5 . . . Macy's Passport '95 funds AIDS research and care

UCSF gets $143 million from state

By LISA CISNEROS

UCSF will get about $143 million of the $1.92 billion in state funds allocated to the UC system for 1995-96.

Most of the $143 million will pay for faculty and staff salaries, says Colleen Nickles, assistant director of UCSF's budget.

Gov. Pete Wilson signed California's spending plan Aug. 3 giving UC $28.5 million more than he proposed in January and $77.4 million less than UC Regents had sought.

"I am very pleased to express my thanks to the governor and the legislature who, despite these difficult financial times, have given the University of California a budget for next year that marks the beginning of our financial recovery," said UC President Jack W. Peltason, adding that UC will receive 3.5 percent or $65 million more than what it received last year.

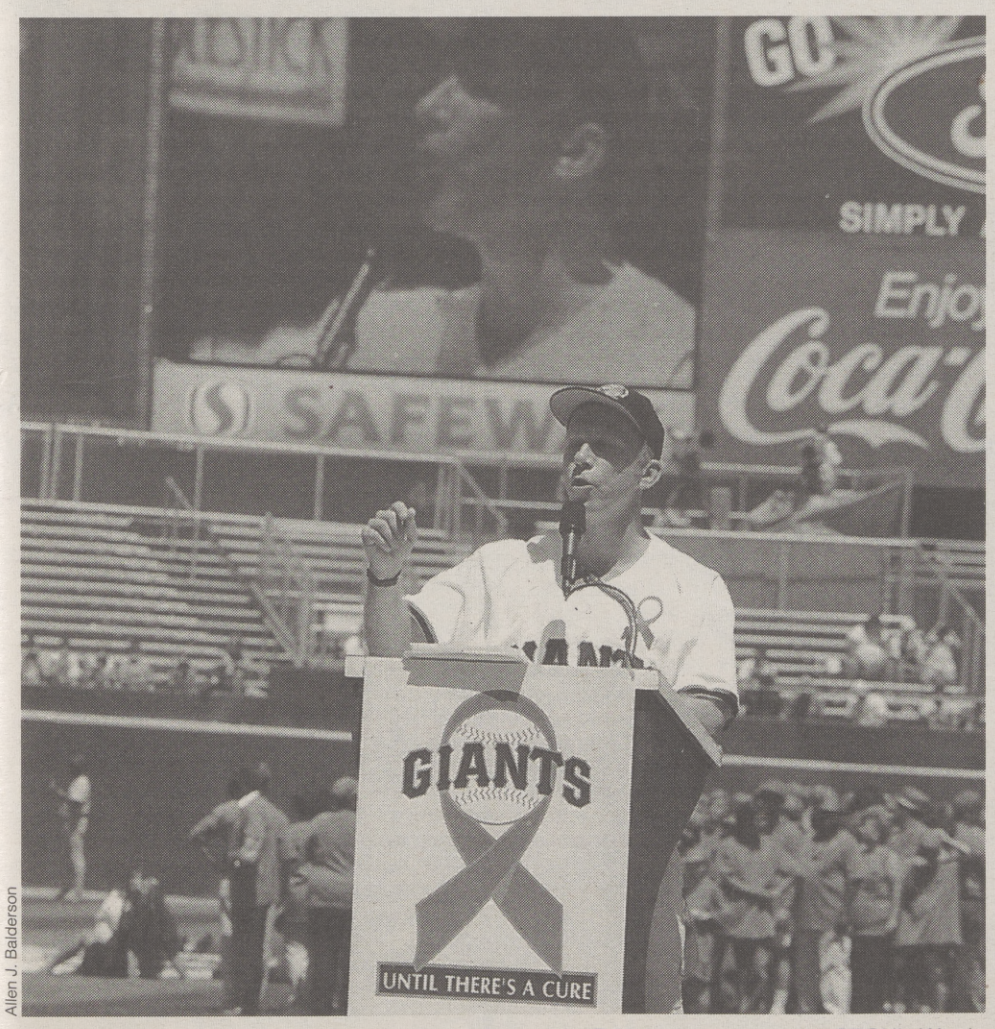
UC also will receive money to cover increased debt service for capital projects and deferred maintenance. UCSF will spend $1.7 million to complete a fire safety project to provide a separate water supply system for main campus buildings; $37,000 to plan seismic upgrades at Oyster Point; and $480,000 to plan for various improvements in the Medical Sciences Building. See page 6 for a listing of ongoing construction projects at UCSF.

The $28.5 million added to UC's budget by the governor and legislature will cover almost three-fourths of the $38 million that would have been generated by a proposed 10 percent or $380 general student fee increase. UC will have to cut an additional $9.5 million from its budget to make up the difference. UC is still evaluating how it will deal with the shortfall and UCSF officials are unsure how the loss will impact this campus, according to Nickles.

While for the first time in nine years there will be no general fee increase for most students this fall, the Regents previously approved $1,000 fee hikes for students entering some professional schools. At UCSF, first year medical and dentistry students will pay $3,000 in fees. UCSF expects to collect a total of $1.1 million in student fees this fiscal year, with $371,000 reserved for student financial aid and the rest allocated to the schools to support education.

UC's 1995-96 budget assures that students will continue to get the classes they need to graduate in four years or less and that the university will continue to admit all eligible California high school graduates who wish to attend the nine-campus system.

(See **BUDGET** *on page 2)*



Allen J. Balderson

With part of the human AIDS ribbon in the background, JB Molaghan, a nurse at SFGH's Ward 86 for the past 12 years, was one of the impassioned speakers at the pre-game ceremonies. Citing the strength and courage he has witnessed in patients over the years, he said, "The children, the men and the women who have AIDS need our help, not our pity."

Winning the World Series against AIDS

A ticket to Candlestick Park on Aug. 13, not only bought an afternoon of good baseball as the San Francisco Giants defeated the Chicago Cubs 6 to 3, it also brought hope for those seeking a cure for AIDS. At this second annual "Until There's a Cure Day" sponsored by the Giants, $1 from each ticket sold benefits six Bay Area AIDS organizations.

With the combination of ticket sales from the 32,000 fans who joined in the fight against AIDS, and the sales of "Until There's a Cure" bracelets, T-shirts, etc., the Giants have turned over a check for over $110,000 to the Until There's a Cure Foundation. One-half of the money will be divided among the AIDS organizations — the UCSF AIDS Program at SFGH, The Names Project High School Quilt Program, Project Open Hand, the Contra Costa AIDS Project, the San Mateo County AIDS Program, and La Clinica de la Raza — while the remaining half will go towards helping to develop an AIDS vaccine.

Last year's "Until There's a Cure Day" raised $115,000.

The Giants are the first professional sports team to host a fundraising game to help fight AIDS. Soon to follow suit will be the San Francisco 49s, who plan to have an "Until There's a Cure Day" this fall.

At the pre-game ceremonies several sections of the Names Quilt were unfurled on the field followed by the somber reading of the names of those who have died of AIDS, including former A's outfielder Glen Burke. Volunteers from UCSF, SFGH and Mount Zion joined the hundreds of people who created the shape of the familiar red AIDS awareness ribbon.

New cyberspace board to guide UCSF's Web site

By JEFF MILLER

UCSF, the institution, and the World Wide Web, the computer-based link to the world of electronic information, have been dancing awkwardly for the last year as the University attempts to reorganize, rationalize and upgrade its information systems. Adding to the confusion has been the democratic, some would say anarchistic nature of the Web, that has spawned a network of important, but unplanned and often uncoordinated, UCSF Internet connections. With that in mind, a new broad-based campus group, the World Wide Web Editorial Board, has been created to choreograph UCSF's formal entry into cyberspace and to develop policies that will

(See **WEB** *on page 2)*

Gazette

Appointments

Wintroub

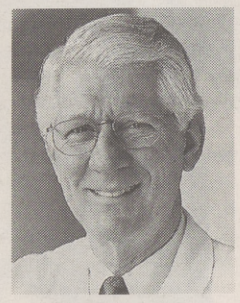
Bruce Wintroub: Appointed executive vice dean, Dean's Office, School of Medicine. Wintroub has resigned as chair of dermatology to assume significant responsibility for School of Medicine activities associated with developing the clinical enterprise at UCSF. He retains his duties as associate dean at UCSF/Mount Zion, and continues his involvement in School of Medicine efforts related to the Integrated Practice Group, the Cancer Center, and the new campus information systems designed to support clinical and academic programs. He also will play a key role in the School's strategic planning.
Wintroub's newly created position is part of a larger reorganization of the Dean's Office which now calls for three associate deans to report to Wintroub — Lee Goldman, associate dean for clinical affairs; Diana Nicoll, associate dean for VAMC; and Elliot Rapaport, associate dean for SFGH.

Van Dyke

Craig Van Dyke: Appointed chair, psychiatry, and director, LPPI. He began serving as interim chair of the department January 1, 1994, after six years as chief of psychiatry at the VAMC. A consultation psychiatrist, Van Dyke has 20 years of experience serving patients in the medical and surgical settings. Van Dyke's goals include strengthening connections between psychiatry and other clinical departments. He also is developing innovative treatment programs to stay ahead of the changing health care economic environment. This includes inpatient, day hospital and outpatient programs for both children and adults. Under Van Dyke, the department is developing educational, research and clinical efforts in the area of women's health, and will continue its commitment to its nationally recognized research and training programs.

Kessler

Pat Kessler: Appointed alumni regent designate, UC Board of Regents. Kessler will represent UC alumni on the 26-member board this year by virtue of her role as secretary of the Alumni Associations of UC (AAUC). She will serve as a voting regent next year when she becomes president of the AAUC. A 1958 nursing graduate of UC Berkeley, Kessler has worked as a public health nurse and owned and operated a small business. She retired from small business in 1992 and currently serves as president of the UCSF Alumni Association.



Odom

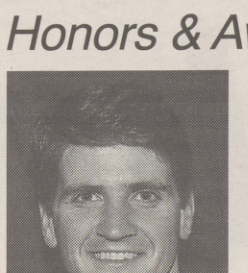
Richard B. Odom: Appointed interim chair, dermatology. Odom, who has served as vice chair and director of the residency training program since 1986, plans for the department to continue to provide high-quality tertiary care in areas including hair and nail diseases, pediatric dermatology, psychodermatology, cutaneous surgery, skin diseases in patients with HIV and AIDS and occupational dermatology/contact dermatitis. He also will focus on the Psoriasis Clinic, the Psoriasis Day Care Center and the Laser Clinic. Besides continuing to perform his basic science and clinical research activities, Odom plans to continue to develop the cutaneous oncology center at UCSF/Mount Zion.

In Memoriam

Howard A. Shapiro, 64: Shapiro came to UCSF in 1955 for his postgraduate medical training, serving his last year as chief resident at SFGH. He then became a member of the clinical faculty, working and teaching in the gastroenterology clinic. When gastroenterology was made a subspeciality of the Department of Medicine, Shapiro served as a founding member of its faculty. Nationally and internationally recognized for his work in advanced endoscopic techniques, he served as president of the executive medical board of the UCSF medical staff as well as president of the California Academy of Medicine. Memorial donations may be made to the Howard A. Shapiro, MD, Memorial Fund for Clinical Training and Research in Gastrointestinal Disease, UCSF Development Office, Gift Administration, San Francisco, Calif., 94143-0248.

Jonah G. Li, 77: An associate clinical professor of medicine, Li received his medical degree from UCSF in 1943 and spent 32 years practicing medicine in the heart of the Chinese community in San Francisco before his retirement in 1989. Recognized for his work in internal medicine and hematology, Li was the author of several articles on leukemia, the blood and bone marrow. He was honored by the American Board of Internal Medicine and also was chosen an emeritus member of the Honor Society in Medicine, Sigma Xi. Memorial donations may be made to Chinese Hospital, 845 Jackson St., San Francisco, Calif. 94133 or to On-Lok Senior Health Service, 1333 Bush St., San Francisco, Calif. 94109.

Honors & Awards



Cook

Stephen Cook, fourth-year student, School of Medicine: Pisacano Scholar, Nicholas J. Pisacano Memorial Foundation Inc.

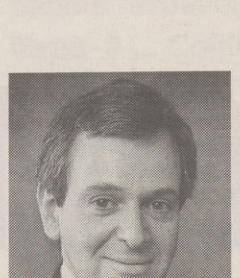
Alma Sisco-Smith, Sexual Harrassment Prevention & Resolution Program: Board of directors, California Pharmacists Association Educational Foundation; president, board of directors, Landberg Center for Health & Ministry.

Lowell Tong, psychiatry, VAMC: Chair, Committee on Gay, Lesbian and Bisexual Issues, Council on National Affairs, American Psychiatric Association.

Fatejeet Sandhu, radiology: Minagi Award for Teacher of the Year, radiology.

Hideyo Minagi, radiology: Special Performance Award for Exceptional Teaching, 1995 graduating residency class, radiology.

Charles A. Gooding, radiology & pediatrics: Honorary member, Swiss Society of Radiology and Malaysian Radiology Society.



Singer

Diana Taylor, family heath and community medicine and Women's Health Program: Loretta C. Ford Award for Excellence as a Nurse Practitioner, Political and Organization Advancement for Nurse Practitioners.

Mark S. Singer, otolaryngology, UCSF/Mount Zion: James E. Newcomb Award, American Laryngological Association.

James E. Cleaver, Laboratory of Radiobiology & Environmental Health: Annual Research Award, American Society of Photobiology.

Taylor

Private Support

UCSF is pleased to acknowledge the following individuals, corporations and foundations for gifts/pledges/grants of $25,000 or more received July 1, 1995 - July 31, 1995. These gifts/pledges/grants have arrived in the final phase of UCSF's $530 million Strength to Strength fundraising campaign.

$100,000 to $500,000
The Charles A. Dana Foundation
Nancy Davis Foundation
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International Human Frontier Science Program
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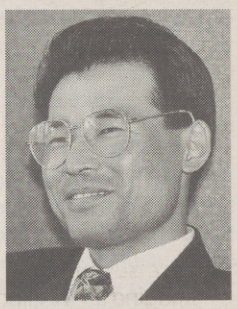
Scientific Consulting, Inc.
Estate of Lucille R. Steen
The Whitaker Foundation

Lei Jin wins Krevans Dissertation Award

In what represented a natural collaboration of industry and academia, UCSF and Genentech became the perfect scientific playgrounds for Lei Jin, a recent graduate of the doctoral program in pharmaceutical chemistry. Because of his initial work in the laboratories of Irwin Kuntz and Fred Cohen at UCSF, followed by his thesis work at Genentech under UCSF research pharmacologist Jim Wells, Jin was able to develop a general strategy for mapping out intermolecular interactions and a new procedure for obtaining structural insights from mutagenesis experiments.



Lei Jin

For this work, "Mutational Analysis of Antibody-antigen Interactions," he received the Graduate Division's 1995 Julius R. Krevans Distinguished Dissertation Award.

Science and biotechnology are far from new to Jin. He already has been published (the Journal of Molecular Biology) and chairs Genehill Biotechnology Co. in Beijing, China.

"Lei Jin's work [at UCSF and Genentech] may become a standard tool for a solid 'first look' at new proteins before the time-intensive diffraction and magnetic resonance experiments are undertaken," says Kuntz.

Web *(from page 1)*

guide UCSF's official presence on the Internet.

"We are not setting out to undo anything that already has been done, but to reshape and formalize the existing connections — and create new official ones — in a way that makes the information easy to reach and easy to use," says Karen Butter, chair of the board and deputy director of the UCSF Library's Center for Knowledge Management. The group also plans to grapple with such thorny topics as advertising, intellectual property issues, equality of access and updating responsibilities, and to offer advice to the University community on how to become part of the official campus pages.

The first task of the board, which reports to the IAIMS (Integrated Advanced Information Management Systems) Committee will be to advise on Public Affairs' creation of a new UCSF Home Page, which functions much as a contents page in a book, and to organize the pathways to a wealth of UCSF information — from clinical services and campus maps to course data and special publications — that either exist currently or that will be developed over the next year to 18 months. Considering that the most popular university web sites of the 490 that now exist, are being "surfed" at the rate of millions of "hits" per month, the goal of the UCSF board will be to design a presence that is consistent with the stature of the institution — and one that is consistently fresh and surprising.

In addition to Butter, members of the board include Jack Ellis, Department of Emergency Medicine, Highland General Hospital; Conrad Huang, Pharmaceutical Chemistry; Stella Hsu, Campus Auxiliary Services; Eric Koenig, Student Relations; Marguerite McIntyre, Office of Intellectual Property; Jeff Miller, University Publications, Public Affairs; Susan Montrose, Chancellor's Office; Francisco Ramos-Gomez, School of Dentistry; Robert Slaughter, School of Nursing; Ian Tuller, Computing and Communications Services; and Barbara Gideon, Medical Center Marketing.

For more information about the official UCSF pages, contact Jeff Miller at 476-8299 or jeff_miller@quickmail.ucsf.edu

Budget *(from page 1)*

Faculty will receive 1.5 percent cost-of-living adjustments as well as a 1.5 percent equity increase effective Oct. 1. "Although faculty salaries will still lag about 7.5 percent behind our comparison institutions, we will at least not lose ground this year," Peltason said, adding that UC will be able to close the competitive salary gap for faculty over the next three years.

The proposed university staff salary plan for 1995-96, according to Randy Lopez, director of Human Resources at UCSF, is as follows: For employees in the merit-based A&PS and MAP programs, the control point for merit increases — a combination of salary range adjustment and merit funds — would be 3.5 percent effective Oct. 1.

The range adjustment for eligible staff employees would be 1.5 percent effective Oct. 1. Merit increases for eligible staff will be awarded with the same six-month delay as last year.

State funding in block grants has been allocated on a permanent basis to each campus for employee incentive awards for staff, A&PS and MAP programs. This money will be available for distribution in 1995-96.

For exclusively represented employees, range adjustments are subject to meeting and conferring in accordance with the Higher Education Employer-Employee Relations Act (HEERA.) For these employees, merit increases and incentive awards are subject to the terms of existing collective bargaining agreements. Where no collective bargaining agreement is yet in effect, as in the case of the Technical Unit, salary actions are subject to meeting and conferring under HEERA.

For non-exclusively represented employees in health care titles, announcement of the timing and amount of range adjustments, merit increases and incentive awards will follow the usual campus practice.

Written comments about the staff salary plan may be directed to Mary Henry, HR Policy Coordinator, via email at mhenry@ucsfvm.ucsf.edu or by mail at Box 1202.

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Deadline for the next issue, which will cover September 23-October 6, will be on **Tuesday, September 12, at 11 a.m.** Please send campus news copy to Allen Balderson (476-3163 or allen_balderson@quickmail.ucsf.edu), Medical Center news to Lisa Cisneros (476-3256 or lisa_cisneros@quickmail.ucsf.edu), and calendar and gazette items to Michele Firpo (476-3257 or michele_firpo@quickmail.ucsf.edu), all at Box 0462; fax 476-3541. Last-minute copy may be taken over the telephone by calling the above telephone numbers. The University of California is an affirmative action/equal opportunity employer. UCSF fully ascribes to the Americans with Disabilities Act. If at any time, you feel you have a need to view this communication in an alternate format, please contact Allen Balderson at 476-3163 with your suggestions.

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How I spent my summer ... in a DNA laboratory

By EWA BURCHARD

While other teens may be taking it easy this summer, 18-year-old Tauheedah Rashid is busy extracting and testing DNA from spinal fluid samples for Bruce Shiramizu at SFGH's pediatric hematology and oncology department.

When the future Yale engineering undergraduate is asked about her work at SFGH, Rashid replies, "This has been the best practical experience I've ever had."

Rashid, a graduate of Marin's Branson High School, is one of seven high school students from around the Bay Area participating in the summer UCSF Minority High School Research Apprenticeship Program offered through the Student Academic Services Office.

Sponsored by the School of Nursing and Student Academic Services, the seven-week program's goal is to provide meaningful paid work experience in various aspects of health-related research to attract minority high school students to careers in science.

Working about 30 hours a week, student apprentices, as well as one teacher fellow, follow the guidance of faculty in research departments ranging from urology and AIDS research to developmental neurology and medical anthropology. In addition to doing tasks such as data tabulation, library research, and computer data entry, some students help their mentors conduct experiments.

Program Director Bilal Shabazz says the high school apprenticeship program, established in 1981 with funds from the National Institutes of Health, is part of UCSF's ongoing philosophy to reach out to underrepresented minorities and give them an opportunity to foster their academic potential.

Allen J. Balderson

Tauheedah Rashid prepares DNA samples under the guidance of Bruce Shiramizu.

The program will not be affected by the recent repeal of affirmative action, says Shabazz. "The Regents are committed to early academic outreach programs and moneys should continue to come to the University for such programs."

"These are gifted students who need to be acknowledged and given opportunities they otherwise might not have," says Shabazz. "This program gives them a chance to see a realistic view of the world of work."

In addition to the summer high school student apprenticeship, one position is offered to a teacher fellow, who this year is Sydney Perry, a chemistry instructor at Oakland's Bishop O'Dowd High School.

As part of a team composed of predoctoral students and postdoctoral fellows in the laboratory of Louis Reichardt, Perry engages in DNA sequencing and cloning as well as other projects. She also was invited by Shabazz to teach lab techniques at this year's week-long program which ended the first week of August.

"This fellowship has given me the chance to catch up on the latest technology by using high-quality lab equipment," says Perry, who misses working at the bench. "Things change so radically in science everyday."

Inspired to go on further, Perry is currently looking into predoctoral programs, including one at UCSF.

The programs have shown a high success rate in encouraging high school students to continue with their interests in science, says Shabazz. However, Shabazz primarily credits the students, who he says are "high-achievers anyway."

Seventeen-year-old Katherine Brown, a senior at Oakland Technical High School, sets up pulse oximeters for Toni Magorian at Mount Zion's Anesthesiology Department. She says she hopes this program will be a step closer to her dream of becoming a pediatrician.

A study conducted by Student Academic Services has shown that of the 30 students who completed the residency and apprenticeship programs in the past three years, 60 percent pursue health science undergraduate degrees at local UC campuses.

Now a third-year medical student at UCSF interested in sports medicine, Laticia Bradford participated in a one-week program before becoming a resident's assistant and mentor the following year. "Even though I already knew I wanted to be a physician, the program gave me the opportunity to see 'everything,' which gave me a much broader focus," says Bradford.

As for Rashid, who leaves for Yale at the end of August for yet another summer program, she says her experience at UCSF has been the best yet. "I've learned so much in seven weeks but there is so much more to learn."

Ewa Burchard is a freelance writer interning at UCSF's Public Affairs Department and a senior at UC Santa Cruz, where she is a biology major.

SFGH medical services chief warns of new infectious disease threat

By JEFF MILLER

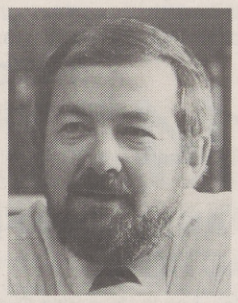
Sounding an alarm about resurgent infectious diseases — and the human factors behind their re-emergence — Merle Sande, SFGH chief of medical services, used a July address to the California state legislature to press for increased public health funding and disease surveillance.

"Imagine a 747 filled with passengers (who are being exposed to a deadly virus by coughing) in a closed space for 12 hours. Imagine the wide dispersal of these passengers from a landing at LAX or SFO and the five-day incubation period. Could it happen? Absolutely. We are a very vulnerable species today," Sande warned.

Much of our vulnerability stems from the ease in which once isolated pathogens can literally fly across the world in airplanes in a matter of hours. So, too, is the expansion of human activity into tropical jungles, jungles that offer, as Sande described, "unique breeding and mixing grounds for microorganisms, insects, rodents and subhuman primates." In this living laboratory, mutations emerge by trial and error; microbes seek new hosts and may over time develop a tacit biological agreement that enables both parasite and host to live in peace. Intruders, such as humans, enter this laboratory at their peril. Non-immune and non-adapted, they can become an unwanted host, with disease and death as the ultimate price. Indeed, Sande suggested, AIDS may have arisen quietly and stealthily in just such a manner, mutating into a disease that the World Health Organization estimated will have infected 50 million people by the end of the century.

Although most of the public attention has been focused on AIDS and such swift and comparatively unknown killers as the Ebola virus, which flared up in Zaire in June, and Marburg virus, Sande reminded legislators that old diseases also are on the rebound. His list read like a who's who of human misery: cholera, yellow fever, dengue fever, diphtheria (now almost epidemic in Russia) and the plague, not to mention such all-time favorites as malaria and tuberculosis.

"In the 1960s and 1970s, it was generally considered that infectious diseases were of only historical interest," Sande recounted. But the experts were wrong. Why? One reason is the persistence of conditions that favor the spread of disease, namely poverty, squalor and poor sanitation — conditions that intensified in the last two decades as the population of urban centers around the world, particularly those in poorer countries, exploded. "We also underestimated the ability of microorganisms to adapt to new conditions, to mutate around attempts to control them, and even to form new species."

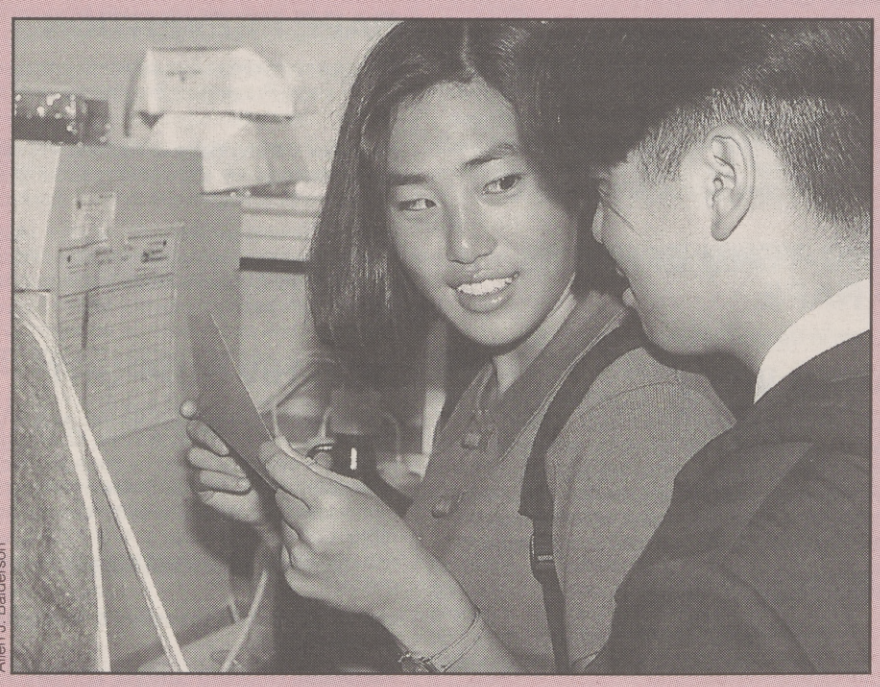


Sande

Sande also took aim at the over prescription and misuse of antibiotics by both patients and doctors, a strategy that is creating drug-resistant pneumonia and other resistant bacteria and making such once omnipotent antibiotics as penicillin useless in some cases. "With many bacterial infections, we are rapidly returning to the pre-antibiotic era," said Sande.

So what is the solution? Arguing that the next epidemic is only a matter of time, Sande urged legislators to resist the siren song of budget cuts and keep the Public Health infrastructure strong and intact. "Since we can't predict from where or when the next epidemic will come, we need to have mechanisms in place to quickly identify cases, identify the cause and isolate the patient if appropriate." One of the most important elements in this identification and isolation system is the public city and county hospitals, Sande explained. "They are a resource we cannot afford to lose. They are our safety net for control and containment of any new emerging pathogens."

Editor's Note: The fall issue of UCSF Magazine features the work of UCSF's infectious disease researchers. Individual copies can be obtained upon request by writing UCSF Magazine, Box 0462. The entire issue also will be available on-line, via the UCSF Home Page (under News and Publications) in late-October.



Allen J. Balderson

Making the most of their Gladstone visit

Gladstone Institutes faculty and staff gave 80 high school students from around the US several hours of hard-to-beat medical science education during July and August. The students, from the National Leadership Forum, who were attending a convention at SF State, are all interested in careers in medicine. Their Gladstone hosts gave them tours of both Gladstone Institutes at SFGH, with a research overview of both the cardiology and virology institutes, along with discussions about the variety of career options in medicine, including research specialties. On the fun side, they saw how Gladstone works with transgenic mice, how the electron microscope works, and were given a demonstration on DNA sequencing. And finally, Gladstone scientists formed a panel to field questions from the budding scientists.

Martin creates UC task force to review reproductive technology

Chancellor Joseph B. Martin has established a UC task force to review issues related to the use of assisted reproductive technologies. The UC Task Force on Practice Standards for Assisted Reproductive Technology, created at the request of UC President Jack Peltason and in coordination with UC Vice President of Health Affairs Cornelius Hopper, will make recommendations regarding scientific, ethical and clinical practice issues of interest to UC medical centers and their associated reproductive medicine programs.

The task force was created to respond to University-wide concerns and issues raised at UC Irvine, where a group of prominent physicians practicing at the UCI Center for Reproductive Health are currently under investigation for alleged scientific, clinical and administrative misconduct.

The UC task force will focus on informed patient consent and the absence of conflicts of interest. These standards are important for building high-quality clinical programs and engendering patient trust, especially for programs involving in vitro fertilization and other reproductive technologies, Martin says.

Bernard Lo, professor of medicine and director of the UCSF Program in Medical Ethics, and Iris F. Litt, professor of pediatrics and director of adolescent medicine at Stanford University School of Medicine, are co-chairs of the 14-member task force.

Inside UCSF

Private support for UCSF keeps on growing

$31,886,404
fiscal 1984-85

$101,933,602
fiscal 1994-95

For the last 10 years, UCSF has been the only one of the nine UC campuses that has enjoyed consistent growth in its financial support from the private sector.

See the new listing on page 2 in the Gazette section where Newsbreak acknowledges recent donors to UCSF.

Source: UC Office of the President

Today/Tomorrow

30 Wednesday

BROWN BAG LECTURE SERIES. (See item in Upcoming Events on page 5.)*

2 Saturday

LOW VISION FORUM: Cherie Herzog, voiceover artist, reads from "The Dick & Jane Primer of Common Eye Disorders" and the "Bay Area Sight Sources Director for VIPS." Forums are held on the first Saturday of each month. Main foyer, ACC. 11 a.m.-1 p.m. Call Frances Neer at 626-5313 for information.*

4 Monday

LABOR DAY

5 Tuesday

NEW EMPLOYEE BENEFITS ORIENTATION: S 214. 8:30-10:30 a.m. Call Lenard Florendo at 476-1073 to schedule.

ART FOR FALL

Etchings, Iris prints and other works by Sharron Evans. Open weekdays or by appointment. Call 476-4723. Opening reception for artist: Wed., Sept. 13, 5-7:30 p.m.

6 Wednesday

BROWN BAG LECTURE SERIES: *The Emotional Life of a Toddler.* Alicia Lieberman, Psych., SFGH, discusses how a toddler negotiates a balance between closeness to parents and autonomy. Sponsored by Public Service Programs. HSW 300. Noon-1 p.m. Call 476-4394.*

7 Thursday

WOMEN IN ACADEMIC MEDICINE: THE GLASS CEILING

(See item in Upcoming Events on page 5.)

THE NEXT DEADLINE

Tues., Sept. 12, 1995 is the deadline for items to be listed in the next calendar, which covers **Sept. 23-Oct. 6, 1995** (two weeks). Complete information must be received in our office in writing by 11 a.m. on that Tuesday. Mail your copy to Michele Firpo at Box 0462, e-mail it to michele_firpo@quickmail.ucsf.edu, send a fax to 476-3541, bring it to UCSF/Laurel Heights, 3333 California St., Suite 103 or call 476-3257. To submit articles for Newsbreak, e-mail information to Allen Balderson at allen_balderson@quickmail.ucsf.edu, fax it to 476-3541 or call 476-3163. To submit articles for Medsounds or page 6, e-mail them to Lisa Cisneros at lisa_cisneros@quickmail.ucsf.edu, fax it to 476-3541 or call 476-3256.

*Open to the public.

8 Friday

INSTITUTE OF HEALING ARTS & SCIENCES PRESENTATION: *Creating Wholeness.* Erik Peper discusses a health program that integrates mind and body for self-healing. N 721. Noon. Call 330-5353.*

11 Monday

HOSPITAL NEW EMPLOYEE ORIENTATION: LPPI Aud. 8:30 a.m.-1 p.m. Department representives call John Frank at 476-3001 to schedule.

COPING WITH LOSS AND CHANGE

(See item in Upcoming Events on page 5.)

12 Tuesday

UNFINISHED BUSINESS OF AFFIRMATIVE ACTION

(See item in Upcoming Events on page 5.)

13 Wednesday

BROWN BAG LECTURE SERIES: *Stroke: An Ounce of Prevention is Worth a Pound of Cure.* Daryl R. Gress, Clin. Neuro., Neurosurg. & Stroke Serv., discusses stroke causes, prevention and treatments. Sponsored by Public Service Programs. HSW 300. Noon-1 p.m. Call 476-4394.*

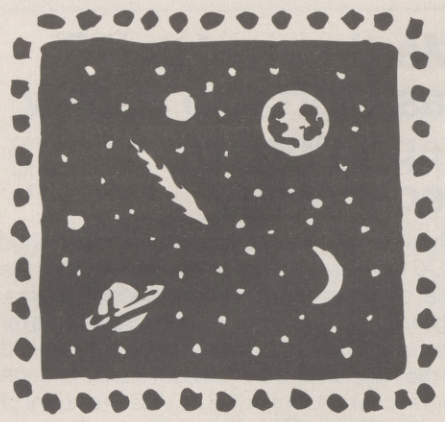
SAN FRANCISCO HISTORY CLASS: Charles Fraccia, SF Historical Society, discusses the history of the City from the time of its earliest inhabitants to the present during this free twelve-week class. Toland Hall. 7:30-9:30 p.m. Call 775-1111.*

14 Thursday

PANEL ON AFFIRMATIVE ACTION

(See item in Upcoming Events on page 5.)

15 Friday



INSTITUTE OF HEALING ARTS & SCIENCES PRESENTATION: *The Western Wisdom Techniques.* Jeff L. Auen demystifies the essential teachings of renowned spiritual pioneers that lead to domains and realities beyond our physical world. N 721. Noon. Call 330-5353. (Followed by two workshops on Mon. & Tues., Sept. 18 & 19.)*

18 Monday

DOMESTIC VIOLENCE & SUBSTANCE ABUSE

(See item in Upcoming Events on page 5.)

INSTITUTE OF HEALING ARTS & SCIENCES WORKSHOP: *The Western Wisdom Teachings: Angelics, Extraterrestrials & Cross-Dimensional Influence.* Jeff L. Auen. $10. 6:30 p.m. Call 510-654-4428 for location and registration. (Additional workshop on Tues., Sept. 19.)*

WANT TO BE A GOOD DOCTOR?

Audition Mon. & Tues., Sept. 18 & 19, for performances of Neil Simon's "The Good Doctor" in November. Sponsored by Parnassus Players. Toland Hall. 6:30 p.m. Call 921-3231.*

19 Tuesday

PROSTATE SCREENINGS, SEPT. 19 & 20

(See item in Upcoming Events on page 5.)

NEW EMPLOYEE BENEFITS ORIENTATION: S 214. 8:30-10:30 a.m. Call Lenard Florendo at 476-1073 to schedule.

UCSF/MOUNT ZION BROWN BAG LECTURE SERIES: *Fat! Can It Be Managed?* Dianne Budd, Med. & Women's Health Access, discusses fact and fiction about body fat. Sponsored by Public Service Prog. Herbst Hall, UCSF/MZ. Noon. Call 476-4394.*

INSTITUTE OF HEALING ARTS & SCIENCES WORKSHOP: *The Western Wisdom Teachings: Envisioning a New Spiritual Culture — Prophecy, Visionaries & Earth Changes.* Jeff L. Auen. $10. 6:30-9:30 p.m. Call 510-654-4428 for location and registration.*

20 Wednesday

BROWN BAG LECTURE SERIES: *Medical Ethics? Women's Unique Dilemmas.* Nancy Milliken, Ob/Gyn & Repro. Sci. & Women's Health Access, offers an ethical analysis of obstacles women face when seeking quality health care. Sponsored by Public Service Prog. HSW 300. Noon-1 p.m. Call 476-4394.*

SMOKING CESSATION FOR WOMEN

Sunu Yeh, Women's Health Access, explains why and how women should quit smoking. Sponsored by Women's Health Access & Women's Resource Cntr. N 729. 5:30-6:30 p.m. Call 476-9293.*

GREAT EXPECTATIONS PROGRAMS FOR WOMEN'S HEALTH FILM SERIES: *Labor Support & Medication During Childbirth.* Video presentation of "Birth Through Father's Eyes" and discussion about labor & pain management. A 326. 7-8:30 p.m. Call 476-6667.*

SAN FRANCISCO HISTORY CLASS: Charles Fraccia, SF Historical Society, discusses the history of the City from the time of its earliest inhabitants to the present during this free twelve-week class. Toland Hall. 7:30-9:30 p.m. Call 775-1111.*

21 Thursday

CHILI COOK-OFF

(See item in Fun Zone on page 6.)

MISSION CENTER BROWN BAG LECTURE SERIES: *Maximizing Your Finances.* John Beeson, financial planner, offers a clear outline of what you can do to better manage your finances. Sponsored by Public Service Prog. Rm. 125, Mission Center Bldg., 1855 Folsom. Noon. Call 476-4394 for information.*

LONG-TERM EFFECTS OF RAPE

(See item in Upcoming Events on page 5.)

EATING WELL

Claudia Lutz and Kathleen Bell, Nutr. & Diet., explain the "food pyramid" and offer eating tips to help you increase your energy, manage your weight, feel better and reduce your risk of disease. Sponsored by UCSF & SF Medical Groups and Health Net. 6-8 p.m. Call 476-0373 for location.*

PASSPORT '95

(See item in Upcoming Events on page 5.)

22 Friday

INSTITUTE OF HEALING ARTS & SCIENCES PRESENTATION: *Principles of Healthy Living.* Ronald G. Gridland offers a practical approach for attaining and maintaining optimal physical, mental and emotional well-being. N 721. Noon. Call 330-5353.*

DEVELOPMENT & TRAINING

For further information call 476-4032.

Pre-Supervisory Training. Wed. & Fri., Oct. 4, 6, 11, 13. 9 a.m.-noon. $100.

Post-Award Management of Extramural Funds. Wed., Oct. 18 & 25. 8:30 a.m.-12:30 p.m. $60.

Vendor Payments. Wed., Oct. 18. 1-4:30 p.m. $40.

Critical Thinking Skills. Thurs., Oct. 19, 26, Nov. 2, 9, 16 & 19. 8:30 a.m.-noon, except Oct. 19: 8:30 a.m.-4:30 p.m. $200.

CONTINUING EDUCATION

NURSING

Domestic Violence — A Look Through the Closed Door. Laurel Heights. Oct. 5. Call 476-2252 for information and to register.

MEDICINE

For program information call 476-4251. To register call 476-5808 unless otherwise noted.

Fourth Regional Symposium on the Design and Methods of Clinical Trials. San Francisco. Sept. 14-15.

Third International Symposium on Cutaneous Fungal, Bacterial & Viral Infection & Therapy. Hyatt Regency, SF. Sept. 14-17.

Musculoskeletal Problems in Primary Care. Cathedral Hill Hotel, SF. Sept. 22-23. Call 476-5250.

Gastroenterology: Advances in Diagnosis and Management. ANA Hotel, SF. Sept. 29-Oct. 1.

Tenth Annual Primary Care Medicine: Principles & Practice. Ritz-Carlton, SF. Oct. 11-13.

Occupational & Environmental Medicine V. Miyako Hotel, SF. Oct. 23-27.

Update in Electrocardiography & Arrhythmias. ANA Hotel, SF. Oct. 28.

Forty-first Annual Group Therapy Symposium: Focus on the Power of Group. Mark Hopkins Hotel, SF. Nov. 3-5.

Eighteenth Annual Infectious Diseases in Clinical Care. Vail, CO. Jan. 28-Feb. 2, 1996.

DENTISTRY

For information and registration call 476-1101.

Solving Clinical Problems for the Partially Edentulous Patient: Update 1995. UCSF. Sept. 22.

Management of Endodontic Mishaps. UCSF. Sept. 29.

Tobacco Use Prevention & Cessation: The Role of Dental Professionals. UCSF. Sept. 30.

Dos & Don'ts in Periodontal Treatment. UCSF. Oct. 14.

Update Oral Cancer & Premalignant Lesions: Problems & Solutions in Diagnosis & Treatment. UCSF. Oct. 21.

Restoring Teeth: Guidelines for the Year 2000. UCSF. Oct. 28.

Oral Health Products for Home Use: What Should You Recommend? UCSF. Nov. 4.

Cleft Palate Care for the '90s. UCSF Laurel Heights. Nov. 11.

RAPE PREVENTION

Classes, workshops & support groups sponsored by UCSF Rape Prevention Program. Call 476-5222 for more information.

Personal Safety, Rape & Assault Prevention Presentations. By appointment to campus departments & employees in the workplace.

Support Group for Rape Survivors. Heal from the trauma of sexual assault through open dialogue, sharing the experience and information. Ten consecutive weekly sessions. Intake interview required. Date and time to be arranged. $180.*

AIDS/HIV SUPPORT

Anonymous & confidential caring, support & training for people with AIDS, those who have tested HIV-positive & others affected by the epidemic. Sponsored by UCSF AIDS Health Project, unless otherwise noted. Call 476-6430 for administrative office. Call client services at 476-3902 to schedule required intake interviews for groups (except drop-in group).*

Individual Risk Assessment & Referrals. By appointment.

Facilitated Ongoing Groups. For persons with HIV/AIDS and for caregivers, including a group for women caregivers.

Facilitated Time-Limited Groups. For HIV- gay and bisexual men, for HIV+ asymptomatic persons and for HIV+ heterosexual African-American men.

Monday Night Drop-In Group for HIV+/PWA. Call 476-3902 for location.

Drop-in Support Group for Women Living with HIV/AIDS: Meets every Monday. Free child care and beverages provided. Sponsored by Woman & Children Specialty Program. A 45. 11 a.m.-1 p.m. Call 476-2417 or 476-7795.*

Aug. 26-Sept. 22, 1995

REGULAR MEETINGS & ONGOING SUPPORT GROUPS

MONDAYS

DROP-IN SUPPORT GROUP FOR WOMEN LIVING WITH HIV/AIDS: Free child care and beverages provided. A 45. 11 a.m.-1 p.m. Call 476-2417 or 476-7795.*

HEALTH PROFESSIONALS IN RECOVERY: For physicians, nurses, dentists, pharmacists, PhDs and others. Anonymous meeting with 12-step emphasis. Meets monthly.11:30 a.m.-12:30 p.m. Call 476-2004.

UCSF STAFF COUNCIL MEETING: Second Monday of the month. Noon-2 p.m. Call 476-5756.

FRIENDS OF LOIS AL-ANON MEETING: Closed meeting: for friends & families of alcoholics only. Conf. Rm. A, 3rd fl., MCB. Noon. Call 626-5633.*

T'AI CHI CLASSES: Mondays and Wednesdays. UCSF/Mount Zion Cancer Cntr. Garden, 2356 Sutter. Noon.

COLORECTAL CANCER SUPPORT GROUP: Second and fourth Mondays of the month. Reservations must be made at 929-7114. No drop-ins allowed. UCSF/Mount Zion Cancer Center, 2356 Sutter. 6:30 p.m.*

UCSF AIDS HEALTH PROJECT MEDITATION & SELF-HYPNOSIS WORKSHOP: Weekly discussion group for anyone dealing with HIV or AIDS in themselves or others. Gazebo Rm., Davies Med. Cntr. 7-9 p.m. Call 476-3902.*

TUESDAYS

SFGH CIRCLE OF SISTERS: Networking forum for black women working & studying at UCSF/ SFGH. Meets monthly at noon. Call 476-5222.

MULTIPLE HELPERS OUTREACH NETWORK SUPPORT GROUP: For victims & survivors of violent trauma. Ages 15 & over. A 222, LPPI. 10 a.m.-noon. Help-line at 759-7923 provided daily, 7 a.m.-10 p.m.*

CAMPUS AMNESTY INTERNATIONAL MEETING: First Tuesday of the month. MU 111W. Noon-1 p.m. Call 566-8406.*

UCSF GOSPEL CHOIR REHEARSAL: Weekly rehearsals at MCB. Noon. Call 476-6761.*

PARKINSON'S DISEASE EDUCATION & SUPPORT GROUP: For people with Parkinson's & their caregivers. Third Tuesday of the month. Christ Church, Lutheran, 1090 Quintara (at 20th Ave.). 2-4 p.m. Call 476-9276.*

BREAST CANCER SUPPORT GROUP: For women diagnosed or being treated at UCSF/ Mount Zion or UCSF/Parnassus. UCSF/Mount Zion Cancer Cntr., 2nd. fl., 2356 Sutter (near Divisadero). 5:30-7 p.m. Pre-registration necessary. Call 885-3693 or 388-3742.*

NURSES' PAIN ASSOCIATION MEETING. Second Tuesday of the month. C 254. 5:30-7:30 p.m.*

BRAIN TUMOR SUPPORT GROUP: First Tuesday of the month. S 758. 7:30-9 p.m. Call 284-0208.*

WEDNESDAYS

GAY, LESBIAN, BISEXUAL ASSOCIATION AT UCSF MEETING: Second Wednesday of the month. Members of the Chancellor's Committee on Gay, Lesbian & Bisexual Issues will be present. Call 282-9650 for more information.

SUPPORT GROUP FOR FAMILY/FRIENDS OF THOSE WITH MENTAL ILLNESS: Open to anyone interested in learning more about psychiatric disorders & their treatments. Call Laura Deering-Mayclin at 476-7394.*

LATIN AMERICAN CAMPUS ASSOCIATION MEETING: Second Wednesday of each month. HSW 508. Noon. Call Lucia DeLeon at 476-2010.

LATIN WOMEN COALITION: For Latina faculty, staff & students. Noon-1 p.m. Call Betty Jerez at 476-7117.*

PARNASSUS AL-ANON MEETING: For friends & families of alcoholics. Observers welcome. C 417. Noon-1 p.m. Call 626-5633.*

ALCOHOLICS ANONYMOUS MEETING: Closed meeting: alcoholics only. Conf. Rm. 3, 1st fl., MCB. 12:05 p.m. Call 621-1326.*

MULTIPLE HELPERS OUTREACH NETWORK SUPPORT GROUP: For victims & survivors of violent trauma. Ages 15 & over. Two locations & times: A 222, LPPI, 1-3 p.m., and N 517, 7-10 p.m. Help-line also provided daily, 7 a.m.-10 p.m. at 759-7923.*

DIRECTIONS: For women newly diagnosed with breast cancer. UCSF/Mount Zion Cancer Cntr., 2nd. fl., 2356 Sutter (near Divisadero). 5-6:30 p.m. Pre-registration necessary. Call 885-3693 or 885-7498.*

EATING DISORDERS SUPPORT GROUP: Open to anyone dealing with an eating disorder in themselves or others. M 688. 7-8:30 p.m. Call 332-3425.*

CO-DEPENDENTS ANONYMOUS MEETING: A twelve-step program for people who have dysfunctional relationships. LPPI A119. 8-9:30 p.m. Call 432-3529.*

THURSDAYS

AWAKE MEETING: AWAKE (alert, well and keeping energetic) is a support and education group for people with sleep apnea and their families. Third Thursday of each month. Bring CPAP equipment for check-up. Call 885-7886.*

LESBIAN LUNCH GROUP: Monthly on Thursdays. Call 476-8410.*

UCSF GOSPEL CHOIR REHEARSAL: Weekly rehearsals at Parnassus. Noon. Call 476-6761.*

HEAD & NECK CANCER SURGERY SUPPORT GROUPS: Separate groups for patients and patients' families meet simultaneously on the second and fourth Thursdays of each month. UCSF/Mount Zion Cancer Cntr., 2356 Sutter, 2nd fl., near Divisadero. 1-2 p.m. Call 885-7623.*

PARNASSUS PLAYERS: UCSF's theater group meets regularly. See Mon., Sept. 18 for details about upcoming auditions. Call 476-6761 or 476-9012 (day) or 821-5701 (evening).*

ASSOCIATION OF CLINICAL RESEARCH NURSES MEETING: Meets every other month, alternating between UCSF & Stanford. 5:45-7:30 p.m. Call 476-0683. Next meeting: Sept. 21.*

SUPPORT GROUP FOR WOMEN LIVING WITH LIFE-ALTERING ILLNESS: Alternate Thursdays. 6-8 p.m. Call 775-2854 to preregister.*

FRIDAYS

CIRCLE OF SISTERS: Networking forum for black women working & studying at UCSF. Second & third Fridays. Noon-1 p.m. C 254. Call 476-0589.

ALCOHOLICS ANONYMOUS MEETING: Closed meeting: alcoholics only. C 417. 12:10-1 p.m. Call 621-1326.*

LAKESIDE SENIOR MEDICAL CENTER CAREGIVER SUPPORT GROUP: First Friday of each month. $10 per meeting. 2501 Ocean Ave. at Junipero Serra. 2-4 p.m. Call Edith Kaplan at 986-2305.*

For information on 12-step and support groups (other than AA and Al-Anon), call the Mental Health Association of San Francisco at 921-4044.*

CRIME PREVENTION

Presented by UCSF Police Department Crime Prevention Program. Call 476-5683 for information & reservations.

Crime Prevention Presentations. By appointment to campus departments & employees in the workplace.

Tear Gas Class. Department of Justice certified. Pre-registration required.*

VOLUNTEER ORIENTATIONS

Programs to acquaint prospective volunteers at the Medical Center are offered regularly by Volunteer Services. For information regarding volunteer orientations at UCSF/Parnassus, please call 476-1196. For orientations at UCSF/Mount Zion, call 885-7353.

BREAST CANCER SCREENING SCHEDULE

Women can have low-cost mammograms — X-rays to screen for breast cancer — from a mobile van that travels to convenient locations in the Bay Area.

Women need the approval of their physician to have the mammogram, in addition to their doctor's full name, address (including room number & zip) and phone number to assure that results are mailed promptly. The procedure takes approximately 20 minutes and costs $65. To make an appointment call 476-2193 between 9 a.m. and 3 p.m.*

Because the service has become so popular and appointments are filled by the time this calendar is published, we list only dates when the van will be at UCSF locations:

- Fri., Sept. 1: UCSF/Parnassus at Medical Center Way.
- Thurs., Oct. 5: UCSF/Daly City, 333 Gellert Blvd.
- Fri., Oct. 6: UCSF/Parnassus at Medical Center Way.

Upcoming Events

Being "lovers for life"

Psychotherapists Judith Bell and Daniel Ellenberg, authors of "Lovers for Life," will explore the proven principles of creating lasting passion, trust and true partnership in a Brown Bag lecture on Wednesday, Aug. 30, from noon to 1 p.m., in HSW 300. For more information about this free lecture, call Public Service Programs at 476-4394.

Hitting the glass ceiling

The UCSF/Mount Zion Departments of Medicine and Obstetrics/Gynecology will co-sponsor a forum on "Women in Academic Medicine: The Glass Ceiling" on Thursday, Sept. 7, from noon to 1 p.m., in Herbst Hall.

Guest speaker is Saralyn Mark, the physician adviser to the National Office of Women's Health in Washington, DC. She received her internal medicine residency training at UCSF and designed and completed one of the first women's health fellowships at UCSF. Mark's areas of clinical expertise include osteoporosis and reproductive endocrinology. She has recently compiled a directory of all women's health residency and fellowship programs. In addition, she is compiling data on women and academic advancement that will soon be published as a government document.

For more information on the forum, call Judith Walsh at 885-7474.

"Coping with Loss"

Jess Ghannam, director of the UCSF/Mount Zion Gero-Psychology Program, will discuss "Coping with Loss and Change" on Monday, Sept. 11, from 10 to 11 a.m., at Lakeside Presbyterian Church, corner of 19th Avenue and Eucalyptus. Sponsored by the UCSF Medical Group and Seniority Plus, the free program is open to the public. For more information, call 476-0373.

Affirmative Action: Unfinished Business

A forum entitled "Affirmative Action: Unfinished Business, It Ain't Over Yet," is slated for Tuesday, Sept. 12, from 11:30 a.m. to 1:30 p.m., at Cole Hall.

Speakers for this free event open to the campus community had yet to be confirmed as of this writing.

Participants will have a chance to speak their mind about affirmative action, according to Nellie Wong, senior analyst in the UCSF Affirmative Action/Equal Opportunity office. Call her for more information at 476-8725.

Multicultural panel talks Affirmative Action

A multicultural panel that supports affirmative action will speak Thursday, Sept.14, from noon to 1 p.m., at Toland Hall in an attempt to mobilize the campus for action.

Speakers include Elaine Lew, an affirmative action officer for the East Bay Municipal Utilities District; Robin Pierce, an attorney and adjunct professor of law at Golden Gate University; Gloria Estolano, a civil rights attorney with the US Dept. of Education Office of Civil Rights; and Dee Acker, director of the Women's Resource Center at UC Santa Barbara. The free event is co-sponsored by the Office of Affirmative Action/ Equal Opportunity and the Council of Minority Organizations.

For more information, call the UCSF Women's Resource Center at 476-5222.

Domestic violence, substance abuse

The second annual conference on women, domestic violence and substance abuse is set for Monday, Sept. 18, from 8:30 a.m. to 5:30 p.m., at Cole Hall. Admission is $15.

The community forum will be an opportunity for women facing these issues to form focus groups to continue the work of building community accountability and creating solutions. The event is organized by the Commission on the Status of Women, UCSF Rape Prevention Education Program and the Women's Alcoholism Center. For more information, call the Commission on the Status of Women at 255-2570.

Free prostate cancer screenings Sept. 19, 20

During Prostate Cancer Awareness Week in September, the Department of Urology will hold two free prostate cancer screenings.

This program is open to all men over the age of 50 and men between the ages of 40 and 49 who either have a family history of prostate cancer or who are African American. The screening will be done by appointment only.

On Tuesday, Sept. 19 the screening will be at the UCSF/Mount Zion Cancer Center, fifth floor Urology-Oncology Clinic, and on Wednesday, Sept. 20, the screening will be at the ACC, sixth floor Urology clinic.

Prostate cancer is the most common cancer in men and the second leading cause of male cancer-related deaths. For more information or to make an appointment, call 476-8798.

Macy's Passport '95 "Rhythms of Hope"

Get your passport to Macy's 13th annual fall fashion show, a fundraising event that benefits UCSF and other organizations working toward a cure for AIDS. The show is slated for Thursday and Friday, Sept. 21 and 22, at Fort Mason Center. Thursday's show is sold out.

Since 1988, Passport has raised more than $1.8 million to fight AIDS and last year's event raised $440,000 for beneficiaries.

Actress and AIDS activist Elizabeth Taylor again will serve as celebrity chair and co-chair is Greg Louganis, Olympic gold medalist, who will model in the show and host the second night.

New to the fashion extravaganza this year are clothes by European designers and a format featuring a rhythmic multimedia presentation. The unprecedented 120-foot-long runway will be centered with a turntable and surrounded by mini-runways and drawbridges. IMAGO, The Theatre Mask Ensemble, a fantastical fusion of dance and mime in full body mask, will add to the spectacle.

Silicon Graphics will capture part of the event on the Worldwide Web to raise awareness and funds for AIDS. Reaching 3 million people around the globe, its Universal Resource Locator is: http://www.passport.sgi.com. Another first will be a raffle with the top prize a new Toyota RAV4, a recreational vehicle to make its debut in 1996.

Opening night will include a VIP black tie gala dinner prepared by the area's top chefs and paired with a selection of Robert Mondavi wines.

Tickets for Night Two, which includes a wine reception and fashion show, are $20, $30 and $50 or $150 for runway seating. All seats are reserved. For VIP tickets call 750-4442. All other tickets are available through BASS Ticket Outlets by calling (510) 762-BASS. For more information, call the Passport Hotline at 393-3050.

Victims describe long-term effects of rape

Cynthia Carosella, a rape survivor, will discuss her study of the long-term effects of rape at a free lecture Thursday, Sept. 21, from noon to 1 p.m., at N 217.

Carosella shares her insight from conversations with more than 400 people who have been raped as reported in her book, "Who's Afraid of the Dark? A Forum of Truth, Support and Assurance for Those Affected by Rape."

Tara L. Ford, a contributor to the book, also will speak about her recovery from multiple sexual assaults perpetrated by both family members and strangers.

Carosella also will lead a workshop on how to begin the healing process on Saturday, Sept. 23, from 1 p.m. to 5 p.m. at C 254. Cost is $25. Pre-registration is required. Call the UCSF Rape Prevention Education Program at 476-5222 to register.

Medical Call Board

Prostate cancer

Researchers at the VAMC are seeking men 55 or older for a seven-year prostate cancer prevention trial. Both veterans and non-veterans may be eligible.

Sponsored by the National Cancer Institute and now entering its second year, the nationwide trial is designed to determine whether the drug finasteride can prevent prostate cancer — the second leading cause of cancer deaths in American men. Half of study volunteers will receive finasteride, already used to treat benign prostate enlargement, and the other half will receive a placebo. The drug has few or no side effects in most men, according to study director Joseph Presti, chief of urology at the VAMC.

All will have a yearly blood test and rectal exam for prostate cancer, plus a prostate biopsy at the conclusion of the study. Examinations, blood tests and medications are provided free of charge. For more information on the study, call 668-7441.

Leg sore study

The Department of Physiological Nursing is looking for volunteers to participate in an observational study on venous ulcers — wounds or sores that develop on the leg as a result of bad circulation. The study will look at the role of nutrition and circulation in healing venous leg ulcers. Participants may be of any age and must have venous leg ulcers, speak English, have a telephone and be able to come in for two four-hour visits at UCSF four weeks apart. Study participants will be examined and asked to fill out questionnaires. A $50 compensation will be available at the conclusion of the study. For more information, call 476-4412.

Women with asthma

Researchers in the Division of Allergy/Immunology are conducting a study examining risk factors of asthma in women. Participants must be non-smokers between the ages of 18 and 45. They must have asthmatic symptoms at least weekly. Reimbursement available. For more information, women with asthma should call Deborah Au at 476-0848, ext. 2.

Low back pain

Researchers at the VAMC are seeking both veterans and non-veterans for a study to assess the latest treatments for low back pain.

Men and women between the ages of 35 and 75 who have suffered chronic low back pain for at least two years may be eligible. Participants will receive therapy two days a week in a 12-week program involving the latest pain management techniques, such as physical therapy, biofeedback and education in pain coping strategies. In addition to free treatments, volunteers will receive $50 compensation upon completion of the therapy program and another $50 for a follow-up assessment nine months later. For more information, call 750-2004.

Thermoregulation

The Thermoregulation Research Group is conducting a number of studies evaluating the effects of anesthesia and temperature changes on regulatory responses. Participants will be paid, the amount depending on the time required and number of procedures involved.

Participants must be in good health and between the ages of 18 and 40. Call 476-3169 for more information.

Glaucoma disease

UCSF researchers are seeking African-American volunteers for a study to determine whether eyedrops commonly used to treat glaucoma may be able to prevent the blinding disease, a major cause of vision loss in the US.

African Americans between the ages of 40 and 80 may be eligible for the study if they have ocular hypertension, high fluid pressure inside the eye that often precedes glaucoma. Many people with this condition don't know they have it, and prospective volunteers who believe they are at risk may call the study coordinator for a free screening. Besides African ancestry, other risk factors include diabetes, high blood pressure, nearsightedness and a family history of glaucoma.

For more information or to schedule a screening, call Peggy Yamada at 476-3711.

Award recognizes top neurologist

Nominations are being accepted for the Doctor J. Elliott Royer Award, which is presented by UC to a San Francisco or East Bay physician for outstanding contributions to the field of neurology.

This award alternates each year between physicians whose contributions are in the field of neurology and those whose contributions are in the field of psychiatry.

The award is chosen by the Royer Selection Committee consisting of the dean, the chair of the Department of Neurology and the chair of the Department of Psychiatry at UCSF School of Medicine and the presidents of the San Francisco Medical Society and of the Alameda-Contra Costa Medical Association.

Established under an endowment from the late Royer's estate, the award includes a cash grant.

Nominees must be working at least part time in the field of neurology in the counties of San Francisco, Contra Costa or Alameda. Letters of recommendation, spelling out in detail the reasons for the nomination, and a current curriculum vitae should be submitted to the Royer Selection Committee by 5 p.m., Friday, Sept. 29, Room S 224, Box 0410.

Fun Zone

Wanted: Chili cooks

Share your famous chili recipes at the fourth annual campus cook-off sponsored by EMPACT! For the first time ever, the event will be held at the Laurel Heights courtyard on Thursday, Sept. 21, from 11 a.m. to 1 p.m. Prizes will be awarded for the top five chilis. Tasting kits cost $2 and include a beverage and voting card. For an entry form, call EMPACT! at 476-2675.

Halloween festival

Start looking for a clever costume and thinking about how to carve a pumpkin because the 10th annual Halloween Festival is just two months away. EMPACT! is looking for volunteers to help plan the Tuesday, Oct. 31 event at all UCSF locations. Please call Elan at 476-2675.

Holiday crafts fairs

Artistic employees who want to sell their handmade works are invited to participate in upcoming holiday crafts fairs. MCB will host its first on Wednesday, Nov. 15, from 9 a.m. to 4 p.m., and the Parnassus campus will host its sixth on Thursday, Dec. 7, from 8 a.m. to 4 p.m., in the Millberry Gym and Conference Center. Proceeds from these events help support the employee activities program. Employees can call EMPACT! for an entry form and fee information at 476-2675.

Get your cookbook

Look for the first ever EMPACT! cookbook to go on sale next month. The books will contain about 200 mouth-watering recipes submitted by UCSF employees. Cost is $8 each or two for $15. Proceeds benefit the employee activities program.

Join the Bravo Club

Get involved with Arts & Performance's Bravo Club. Open to all UCSF students and employees, the club meets three times a year at the start of each quarter. Activities include ushering, stagehand schlepping and announcing events in classes/meetings. Volunteers receive a club T-shirt, a Cole Hall Cinema pass and a chance to win a $100 Bass ticket gift certificate. Call Michael at 476-6761 for more information.

Audition to perform

Parnassus Players, the campus theater group, will hold open auditions on Monday and Tuesday, Sept. 18 and 19, at 6:30 p.m. in Toland Hall. Performance dates for the next play, Neil Simon's "The Good Doctor," are scheduled for November.

Fund Performances

For those invested in the 403(b) Plan and the After-tax plan, here are the latest unit values and monthly factors (as of July 31, 1995). The annualized yield reflects the annual yield that could be achieved if the current monthly rate were compounded for one year.

	Monthly Factors	Annual Rate	Annualized Yield
Savings	.0054	6.38%	6.48%
Money Mkt	.0052	6.06%	6.125%
ICCF	.0065	7.68%	7.85%

	Unit Values	12-Month Change	3-Year Avg. Annualized Return
Bond	$67.72	15.5%	8.0%
Equity	$127.55	25.7%	13.9%
Multi-Asset	$16.67	14.0%	9.1%

The investment results, as measured by total return figures given above, represent past performance and should not be considered indicative of future results. If you have questions, please call 476-9256.

Awards for study in Scandinavia

The American-Scandinavian Foundation is offering grants and fellowships for advanced study or research in Denmark, Finland, Iceland, Norway and Sweden. Projects should be planned for the summer 1996 through summer 1997.

Awards for grants are usually $3,000 and fellowships are up to $15,000.

Applicants must have a well-defined research or study project that makes a stay in Scandinavia essential. Applicants must be US citizens or permanent residents. Team projects are eligible, but each member must apply as an individual and submit a separate application.

The American-Scandinavian Foundation (ASF) is a publicly supported, nonprofit organization that promotes international understanding through educational and cultural exchange.

The deadline for applications to reach ASF is Wednesday, Nov. 1. Results of the competition will be announced by March 15, 1996.

For more information, contact ASF, 725 Park Ave., New York, NY 10021, (212) 879-9779 or fax (212) 249-3444.

Crime Alert

Beware: auto burglaries

Seven auto burglaries were reported during the early morning hours of Aug. 14, according to Sgt. Lorin Stracke.

Five burglaries occurred in the Millberry Union/ACC parking garage and two were on 5th St. and Parnassus Ave. In all cases, the rear windows were broken and items stolen, including a cellular phone.

No suspicious persons or activities were reported during this time. Stracke reminds people not to leave valuables in view.

Police arrest suspect

UCSF Police arrested a 17-year-old man at his home Aug. 9 in connection with the June 29 car thefts near the Aldea San Miguel student housing area.

Another suspect was identified and police continue to search for him and another who remain at large, Stracke says.

Men's lockers a target

UCSF Police continue to investigate a slew of recent thefts in the men's locker room at the Millberry Union Fitness Center, reports Stracke.

During the weekend of July 29, four thefts were reported. Suspect(s) reportedly break into the lockers by cutting the locks off. Three other thefts earlier that month in the same area also were reported, he says. To date, police have no leads. Stracke cautions people not to leave anything valuable in the lockers.

Meanwhile, security patrols in the locker room have increased.

Atkinson *(from page 1)*

applied mathematics and statistics at Stanford in 1956, becoming a psychologist at UCLA in 1957 before moving to San Diego.

Known for his energy and spirit, the 66-year-old Atkinson transformed the San Diego campus from one of UC's lesser known campuses into a nationally recognized research university which receives an abundant flow of federal research money. Indeed, under his leadership the quality of UCSD's faculty has grown as measured by the presence of six Nobel laureates, 55 members of the National Academy of Sciences and 72 members of the American Academy of Arts and Sciences. During his tenure the number of students at UCSD has increased 62 percent, with a comparable increase in faculty.

Under Atkinson, UCSD has seen continued growth in the sciences, engineering and medicine, as well as achieving distinction in the arts, humanities and social sciences, all occurring along with a building program involving more than $850 million in new construction.

The author of nine books, he co-authored Introduction to Psychology 101 with his wife Rita Atkinson, also a psychologist.

Given the growing division in the Regents over the past several months, can the new president really lead? "Let's ask me that about six months from now," he said.

Construction projects under way

Construction continues at several sites at UCSF over the summer, reports Georgianne Meade, manager of the major projects division of Facilities Management.

A new fire alarm and life safety system is being installed throughout all buildings on Parnassus. Anticipated completion date for this project is April 1997. Here are the highlights of other ongoing projects:

♦ Central Utilities Plant: Following the demolition of the Laundry Storehouse building last month, excavation at the site will continue through August. Concrete for the foundation and walls of the new cogeneration plant to produce electricity and steam will be poured beginning in mid-October and will last into the new year. The plant is expected to be completed in early 1997. Once the plant is built, the existing one will be demolished. Concerns about this project should be directed to the hotline number 502-7287.

♦ Clinical Sciences Building: Construction of a neurology laboratory on the second floor is expected to be completed by mid-August. Renovation of the molecular pathogenesis laboratory is under way on the seventh floor and will be completed in September.

♦ Laurel Heights: Renovations to the third floor east wing for use by the Institute of Health and Aging started this summer. Expected completion is January.

♦ Medical Sciences Building (MSB): The MSB first floor lobby is closed for renovation during construction to revamp the entrance with new doors, lights, ceiling and wall finishes. Access to MSB elevators and to the Education Center, rooms S 157 through S 187, will be through the doors on the east end of the building or through the main entrance at Moffitt Hospital. Access to rooms S 101 through S 126 will be by way of the west lobby of MSB, near the Clinical Sciences Building. And access to rooms S 140 through S 144 will be through a temporary corridor in the lobby. Construction of this project will last through December.

On the ground floor of MSB, renovations are being made to classrooms 18, 20 and 22 to be used for microscopy. Scheduled completion is mid-September. Renovations are also being made on the sixth floor, where a Dental Anatomy Teaching Laboratory is being built for completion in January; seventh floor, where rooms S 661, 665 and 701 are being remodeled for completion in February and on the twelfth floor, where rooms 1262 and 1268 are being remodeled with expected completion in October.

Construction of 110 new deluge shower and eyewash units, including 53 new combination deluge shower/eyewash units, continues with anticipated completion in late October. The new combination units can each be used independently and simultaneously. All units will be installed in an accessible location that can be reached by an injured person within seconds.

♦ Mission Center Building (MCB): Controls and thermostats were repaired during the first phase of a project to improve ventilation at MCB. Work on the second phase, to reconfigure control zones, rebalance air flows and improve perimeter heat controls and air systems, is expected to begin this fall.

♦ Mount Zion: Construction of the new four-story, 110,000-square-foot cancer research building at 2340 Sutter St., is expected to be completed by November 1996.

Medsounds Continued

Leong *(from page 8)*

peutic breakthrough for patients with metastatic melanoma as no effective treatment exists to date.

"The body's immune system may be able to recognize a tumor and reject it in a natural setting," Leong says.

A resident of Sonoma, Scott was referred to Leong by Napa oncologist Paul Dugan who diagnosed the malignant skin cancer after Scott found a lump on his neck. Scott received localized radiation therapy on his neck, but CT scans taken in March revealed that the cancer spread to his abdomen.

"I think it's time to do something different," says Scott, who attributes his melanoma to his childhood years spent in sunny Las Vegas.

Leong's treatment plan does not include radiation therapy or chemotherapy.

Taking a biologic approach to healing — triggering the body's own cellular immune response system by a vaccine — has been a part of practicing medicine for some 15 to 20 years, Leong explains. Tetanus and influenza shots are two examples of such vaccines, which contain milder doses of the disease-causing bacteria that build the body's immunity to overcome the disease.

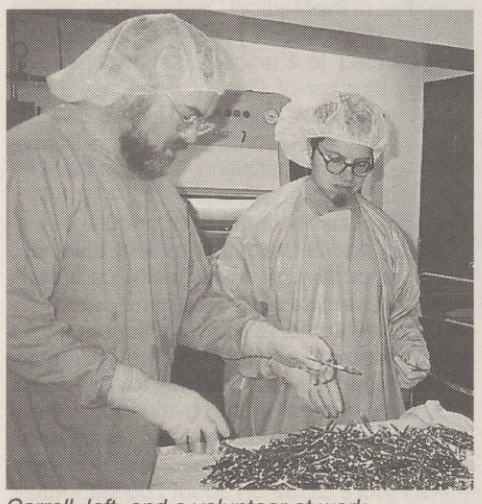
Leong will consider other patients for this clinical trial and their enrollment will be based on specific factors. For more information on the trial, call Leong at 885-7309.

Recycle *(from page 8)*

buy Nellcor products or equipment.

Not all recycling efforts are department-driven. Sean Carroll, a shift supervisor in the Neonatal blood/gas laboratory, began a volunteer project to recycle and redistribute medical supplies to needy countries including Guatemala, Cuba, the Fiji Islands, Mexico, Russia and Yugoslavia.

A world traveler, Carroll got the idea to reuse the supplies that would otherwise have been thrown away while visiting the Philippines. "I was at a clinic where I saw a guy get an injection with a blunt needle. The nurse sharpened the needle on a stone and then injected it. I almost fainted."



Carroll, left, and a volunteer at work

A corps of volunteers helps re-package and re-distribute the supplies with assistance from Materiel Services and Sterile Processing staff, who have helped streamline the process. During the five years Carroll has led the operation, some 6,000 pounds of supplies have been sterilized and sent out.

Carroll's major concern has been to make sure the supplies will not be sold on the black market for private profit or diverted for paramilitary use. "That was a big problem for the Red Cross in Somalia where stealing was really rampant," he says. "But we haven't lost anything yet."

Carroll hopes to expand the project throughout UCSF. "It saves the hospital money by reducing the amount of biohazardous material slated for disposal or destruction. We also have reclaimed non-disposable instruments, valued at about $5,000, inadvertently tossed out with disposables. The program not only addresses environmental sensitivity, it fosters good relations for UCSF in the community as well as the world."

Ewa Burchard is a freelance writer interning at UCSF's Public Affairs Department and a senior at UC Santa Cruz, where she is a biology major.

Confidential *(from page 8)*

tions and the Clinical Confidentiality Task Force are collaborating on an education program to raise employee awareness about protecting confidentiality and maintaining a professional environment.

The program, called "Confidentially Speaking," will kick off next month with posters and flyers to be distributed around the Medical Center. "Confidentially Speaking" cards will be given out to those whose overheard conversations violate a person's right to privacy or project a negative image. The cards will simply say, "Please help us maintain patient/staff confidentiality and a professional environment."

"In our enthusiasm to provide good care to our patients, we sometimes forget to respect their privacy," Cohen says. "We are often heard sharing information with each other in the hallways, elevators, as we walk across the street or eat in a cafe. Even when we think that we are discussing a patient without clear-cut identifiers, we may be breaching the patient's privacy. Respecting patient confidentiality is as important as making a correct diagnosis or identifying the correct treatment."

While people agree that preserving a patient's right to confidentiality is important, they may not know it is a JCAHO requirement or realize what information is confidential. Basically, health care staff should not discuss any personal or clinical information about any patient when in earshot of others. All conversations should be either with a patient or with colleagues in appropriate settings, such as conference rooms and charting areas. Administrators realize lack of space is an issue, but it's important for health care staff to find a private place for these discussions.

Talking about other topics can also compromise patient privacy or create an unprofessional environment for patients. For example, employee feedback about the Medical Center is important to its continued success, but these comments are best directed along appropriate communication channels, such as staff and committee meetings or to the appropriate administrator so that necessary actions can be taken to resolve any problems.

Common occurrences

Breaches of patient confidentiality are common in large hospitals, according to The Associated Press. A Philadelphia researcher who studied conversations in five Pittsburgh institutions found that hospital elevators are hotbeds of indiscretion as one out of every six rides threatened patient privacy or raised questions about care, the AP reported. That study will be published this fall in the American Journal of Medicine.

The Medical Center's Patient Relations Department recently conducted an informal survey to find out how well patient confidentiality was being maintained in the Moffitt/Long elevators. Twelve breaches of patient confidentiality occurred over a five-hour period, with an average of 2.4 such incidents per hour. While this number may sound small, it means that there may be more than 400 such violations occurring per week. Sixty-two percent of these overheard comments were made by medical staff, 23 percent by nurses and the remainder were from social workers and UC police staff.

In one example from the informal survey, a supposedly private discussion between a physician and a nurse, who named the patient and cited specific instructions for care, was overheard.

Sometimes employees discuss patient information so specific that a family member or friend nearby recognizes who they are talking about. Such was the case when two physicians were seen in the Moffitt stairwell examining a patient's X-rays. Although the physicians did not disclose the patient's name, they did discuss treatment plans while other staff members, patients and family members passed by. The Moffitt stairwell is particularly vulnerable to problems with patient confidentiality as it is the main thoroughfare to the Moffitt Cafe and Grill and sound carries well there.

Patient Relations also will conduct informal surveys at UCSF/Mount Zion and the ACC. Watch for updates about the "Confidentially Speaking" campaign in Medsounds.

Workers *(from page 8)*

eral employees suffer from back injuries in a particular unit. That may mean staff there could benefit from training on the body mechanics of proper lifting, explains David Odato of Medical Center Human Resources.

Under the medical direction of Robert Harrison and management of Suzi Goldmacher, administrative nurse, Employee Health Services, located at 2186 Geary Blvd., (one block south of the Mount Zion Medical Center) is staffed by physicians and nurse practitioners who specialize in Occupational and Environmental Medicine.

While Employee Health Services will provide both initial and follow-up treatment to workers not requiring emergency care, the emergency departments at Moffitt/Long and Mount Zion will continue to provide initial treatment for cases requiring quick attention and for incidents occurring on nights, weekends and holidays when Employee Health Services is closed. These employees will be referred to Employee Health Services for follow-up care. Depending upon the nature of the injury or illness, Employee Health Services may refer workers to specialists for physical therapy or other treatment. Prior to returning to work, all injured workers must obtain clearance from Employee Health Services.

As always, Applied Risk Management, the university's workers' compensation claims administrator, will determine the validity of claims, authorize medical treatment and issue benefits payments as defined under the state labor code. The Workers' Compensation Division of Campus Human Resources will continue to serve as a resource for managers and staff regarding the workers' compensation program and related university policies.

In addition to providing medical care to injured workers, Employee Health Services will continue to provide all other services to staff, including tuberculosis screening and other infectious disease surveillance, medical surveillance and immunizations, at both its Mount Zion and Parnassus locations. All pre-placement physical examinations for newly hired employees will be performed at the Mount Zion location. Employee Health Services at Parnassus is located in the Plaza level of the ACC, Room 94 B.

For more information on changes in the workers' compensation program, call Odato at 476-4846 or Goldmacher at 885-7580.

Employee checklist

♦ Report injury to your immediate supervisor and follow his/her instructions.

♦ Per supervisor's instructions, report to Employee Health Services for medical evaluation and treatment. Report to the emergency department at Moffitt/Long or Mount Zion when the injury occurs on weekends, holidays or between 5 p.m. and 7:30 a.m. on weekdays.

♦ Keep the supervisor informed of work status. Request leave of absence in the event of lost time. Provide medical documentation as required by supervisor.

Abrams *(from page 8)*

increasing the amount of interaction by rehabilitation staff with physicians in other departments. Already, to foster communications, clinical nurse specialist/case manager Pam Nye has been attending departmental rounds to hear physicians' concerns and answer questions.

The availability of rehabilitation services at a major academic medical center offers potential advantages not available to other Bay Area rehab centers, Abrams believes. The number of talented practitioners from a variety of rehabilitation disciplines available to patients at UCSF is a clear benefit, he says. In addition, all rehabilitation services may occasionally need to transfer patients for acute specialty care if their conditions destabilize, and such transfers are much easier to achieve when major medical services are available at the same institution, Abrams adds.

Over the next few years, Abrams hopes to tap the varied interests of clinical researchers at UCSF/Mount Zion, the VAMC, and SFGH, to establish research collaborations for testing new ideas and treatments, as well as for evaluating the efficacy of standard treatment options.

Such research, including outcomes research, which seeks to answer questions related to quality of care and not merely question cost, can best be conducted by academic medical centers, Abrams says. Academic medical centers also may be best prepared and most inclined to revise standard treatments when such changes are warranted, he adds.

JCAHO *(from page 8)*

leased to consumers, accreditation guarantees automatic eligibility for Medicare reimbursements and some private insurers and managed care organizations make passing the review a condition for doing business.

Established 44 years ago, JCAHO is a private, not-for-profit organization that accredits or certifies as meeting certain quality standards nearly 5,300 hospitals and 6,000 other health care organizations in the US. Reacting to the tumultuous times in the health care industry, JCAHO is also in a state of flux as it tries to develop guidelines that accurately measure patient care delivery.

Meeting 1995 standards

While preparing and passing the review process may be more difficult this year as employees participate in the ongoing restructuring effort at the Medical Center, the revised JCAHO survey will evaluate standards that complement the changes being made at UCSF. Just as the newly organized patient care teams are meant to coordinate care and streamline processes to better serve patients, surveyors will rank hospitals for their ability to promote teamwork among employees and cooperation among departments to achieve quality care.

As the survey no longer has chapters devoted to department-specific standards, everyone needs to be familiar with the entire continuum of care.

JCAHO defines this continuum as a five-phase process: pre-entry, entry, within the organization, pre-exit and exit of patients — each of which will be scored. "They will look for our linkage from inpatient to outpatient services," Little adds. "They want to make sure patients' needs are met in all phases. Surveyors also will look for consistency of service from one nursing unit to the next."

Assessment of patient-focused standards now includes a review of patient rights and responsibilities and organization ethics, such as preserving patient confidentiality. The Medical Center is launching a campaign geared to educate staff on these issues. See story on page 8.

In addition, all health care providers will need to demonstrate competencies in performing tasks, a requirement that in the past had only been required of nursing units. For example, a surveyor may ask a custodian, "What do you do if you find a needle on the floor?"

Changes in non-patient related standards include a new focus on organizational values as related to the institution's mission and strategic planning, new standards for staff development and a new approach to plant technology and safety management. For example, surveyors may ask staff pointed questions about disaster plan procedures.

To prepare for the survey, Little has divided the job into two parts: patient-focused standards and all other standards. Jolene Carnagey, a clinical nurse who coordinates quality assessment and improvement, is leading the education effort to make sure staff can comply with patient-focused standards. Carnagey conducted mock surveys recently on all 15 inpatient nursing units and will survey these areas again this fall.

Little began to distribute key parts of the JCAHO manual in reports throughout the Medical Center and LPPI in May and will continue to pass out the information to all directors, department managers, department chairs and others until the review begins. Little has recommended that managers organize the primer information into a binder to serve as a guide for all staff. She also encourages managers to contact their counterparts at UCLA and UC Davis who successfully completed the 1995 review.

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UCSF Medsounds

Page 1 . . .UCSD's Atkinson wins UC's top post

Page 1 . . . UCSF gets $143 million in state funding

Page 1 . . . New board plans UCSF's place in cyberspace

Medsounds is a section of Newsbreak for and about employees of the Medical Center, including Moffitt-Long, the ACC, UCSF/Mount Zion and Medical Center employees at Mission Center and Laurel Heights.

Workers' Comp program changes

By LISA CISNEROS

All Medical Center staff injured on the job will soon go to Employee Health Services at UCSF/Mount Zion to receive non-emergency medical care as part of changes to the workers' compensation program that become effective Tuesday, Sept. 5.

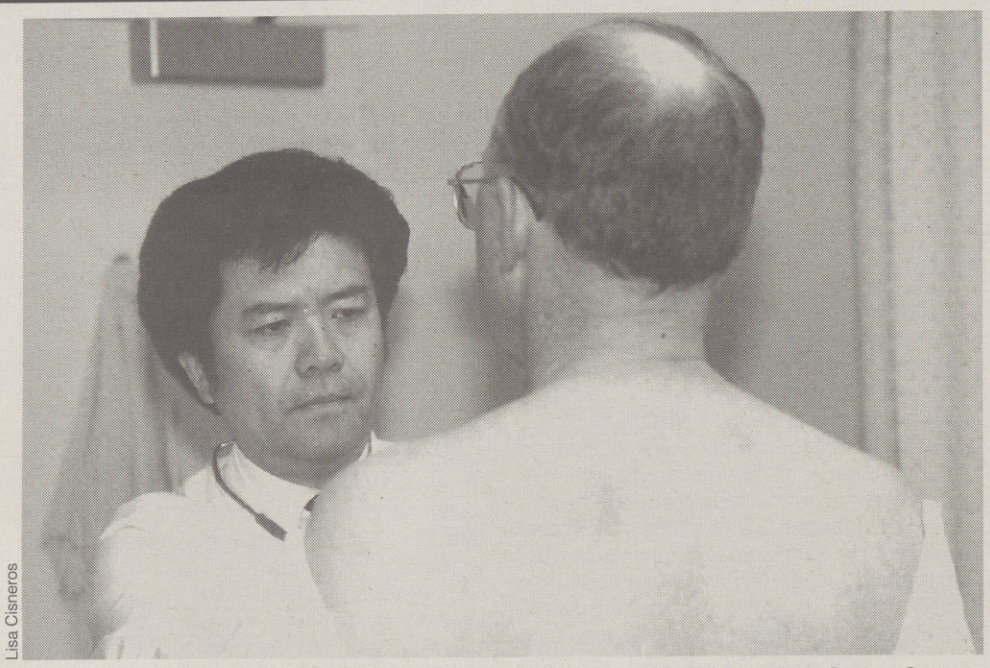
Revisions to the Medical Center's workers' compensation policy and procedure are intended to provide immediate care in the appropriate setting for employees and registered volunteers who become ill or injured at work, according to Bruce Schroffel, associate director of operations. "In an era when we are faced with the need to improve service and cut costs, this program is an example of how both goals can be achieved at the same time," says Schroffel.

The Medical Center's Internal Consulting Team recommended the program be given a high priority due to its potential to provide enhanced service and reduce costs. Workers' compensation cases for all Medical Center employees at various sites total about 700 a year.

For employees, the change in the workers' compensation program means they will get better care for what ails them and that they will be better protected in the workplace as all cases will be monitored more consistently and effectively to reveal hazardous areas needing improvements to prevent future on-the-job accidents.

For managers, the change means less paperwork as they will no longer be required to complete an Employee Injury Questionnaire form on Parnassus or an Employee Accident Report form at Mount Zion for each incident involving an injured worker. Rather, Employee Health Services, working with the campus Workers' Compensation Division of Human Resources and the Safety Committee, will track injuries and generate reports with a new computer program that will be distributed to department managers for review and correction of dangerous conditions. For example, these reports may show sev-

(See **WORKERS** *on page 7)*



Lisa Cisneros

Stanley Leong, left, examines Hugh Scott on a recent visit to the UCSF/Mount Zion Cancer Center.

Leong tackles metastatic melanoma

By LISA CISNEROS

Surgical oncologist Stanley Leong is embarking on an experimental immunotherapy to treat metastatic melanoma patients with a vaccine derived from their own tumors to produce cancer-killing T cells.

Awarded a three-year, $300,000 grant from the Food and Drug Administration, Leong recently began the clinical trial at the UCSF/Mount Zion Cancer Center with melanoma patient Hugh Scott, who was diagnosed with the potentially deadly skin cancer in November 1993.

Leong intends to try the innovative therapy with 20 to 25 patients whose cancer has metastasized from its original site to another area of the body.

Scott was injected with a vaccine that combines his tumor cells — which are irradiated to make sure they do not grow in the body — and an immunizing agent, Bacillus Calmette Guerin or BCG, to make the vaccine stronger and more directed at the cancer. BCG is a living attentuated bovine strain of mycobacterium tuberculosis.

The therapy involves performing outpatient surgery to remove a patient's reactive lymph nodes. The lymph nodes then are grown in a lab incubator to expand them 100-fold. Cells from the lymph nodes are then infused intravenously along with 15 doses of interleukin-2 given every eight hours so the cells can circulate throughout the body to kill the cancer.

Leong is investigating and identifying properties of T cells to help determine how they can be directed against cancer. If Leong's goal to generate specific T cells to target autologous melanoma can be established in this research, it would be a significant thera-

(See **LEONG** *on page 7)*

What's new with '95 JCAHO review

Editor's Note: This is the first in a three-part series on what to expect this fall during the JCAHO/CALS review. This story provides an overview while the second part will highlight new patient-focused standards. The third will outline other new standards to be evaluated.

By LISA CISNEROS

This fall the Medical Center and Langley Porter Psychiatric Institute will open their doors to a team of federal and state health care surveyors who set quality standards and check hospitals for compliance with them.

A team of 15 surveyors of the Joint Commission on Accreditation of Healthcare Organizations (JCAHO) and the state's Consolidated Accreditation and Licensure Survey (CALS) will visit all inpatient and ambulatory care sites of the Medical Center on Parnassus and LPPI from Monday to Thursday, Nov. 6 to 9, according to Eunice Little, recently appointed director of Quality Services, a new umbrella group which includes the JCAHO review, Medical Records, Quality Assurance, Liscensure, Credentialling, Medical Staff Affairs and Risk Management.

Surveyors will venture throughout the hospital and clinics to review patient care services, randomly interview health care staff, managers and patients, examine personnel records, evaluate ethical practices, assess safety procedures, inspect the buildings, among other things during their four-day visit.

Getting ready for the evaluation, which occurs about every three years, is an enormously challenging endeavor since reviewers will score UCSF on about 700 standards, says Little. And although JCAHO publishes a thick manual describing what standards will be measured, preparing for the survey is labor-intensive since it continually revises and updates the standards by which hospitals are judged.

The major change this year is that surveyors will place less emphasis on how departments meet specific standards and will look instead hospitalwide for integrated and collaborative processes in health care delivery. Surveyors will look for compliance with standards that are more patient-focused, Little says.

"This year surveyors will make it a priority to interview staff and will not place as much emphasis on reviewing records and documents," Little says. "They want to see what's happening on the front lines."

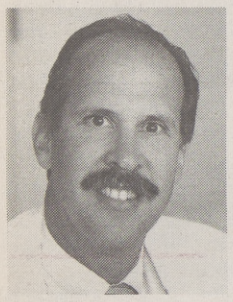
Getting a good score on the survey is critical for several reasons: results are re-

(See **JCAHO** *on page 7)*

Introducing new Rehab director

By JEFF NORRIS

Gary Abrams, assistant professor of neurology, is the new director of the adult inpatient rehabilitation service at UCSF/Mount Zion.



Abrams

Abrams came to UCSF/Mount Zion in July, after serving as medical director for the Helen Hayes Hospital, a rehabilitation facility affiliated with Columbia Presbyterian Medical Center in New York.

Abrams' arrival marks the first time a full-time UCSF physician with a specialization in rehabilitation will be heading adult inpatient rehabilitation services. Abrams hopes to make improvements that will help strengthen the continuum of care available throughout the UCSF Medical Center.

Rehabilitation services are provided by experts in medicine, physical therapy, occupational therapy, speech therapy, neuropsychology, nursing and social work. Inpatient rehabilitation is available on the seventh floor north for patients recovering from stroke, trauma, and neurosurgical or orthopedic procedures. Over the next year, Abrams aims to establish a smoother running clinical service. Near-term goals include the streamlining of patient transfers to rehabilitation services from other departments and

(See **ABRAMS** *on page 7)*

Waste not, want not

Medical Center meets recycling target

By EWA BURCHARD

Realizing the benefits to the planet and the budget, the Medical Center is putting a lid on trash in more ways than one.

Producing 25 tons of medical waste a month or 300 tons a year, the Medical Center is challenged by a 1991 state mandate that requires cities to reduce debris entering the waste stream by 25 percent this year and an additional 25 percent in 1996.

Historically committed to recycling, the Medical Center has been able to comply with the regulations, according to Hank Guinn, a manager in Materiel Services. "We're meeting the target," he says.

As the largest handler of equipment and supplies for the Medical Center, Materiel Services, which includes the Sterile Processing division, accounts for 90 percent of total hospital reprocessing.

Among items reused regularly are instrument trays, linens, and some surgical equipment, which are reprocessed through washer decontaminators, chemical germicides or sterilizers to assure that pathogenic organisms are not transmitted to health care personnel and patients.

Materiel Services also purchases containers made of recycled medical waste items. These containers are used to dispose of "sharps," medical instruments such as needles, syringes and scalpels. UCSF began using these containers manufactured by Sage Products Inc. — the first medical devices made from recycled biohazardous waste — on almost every hospital floor about three years ago. Recycling sharps containers reduces waste fed to local landfills and decreases emissions from incinerators, says Greg Corbett, sales representative for Sage.

"It's a great way for UCSF to be green," he says.

Another earth-friendly trend adopted by Materiel Services is limiting the use of disposable sterilization wrappers, says Guinn. Many medical instruments now are stored in rigid aluminum sterile containers, which has cut packaging waste almost in half in recent years.

About 15 years ago, while other hospitals radically moved towards disposable products for convenience and to reduce labor costs of reprocessing, UCSF learned to work within a budget maintaining a labor force as well as adhering to UCSF's recycling philosophy. Currently, Materiel Services employs 150 people.

"Historically, we've stayed with reprocessed items far more conservatively than other institutions our size," Guinn says. "When the pendulum started swinging back towards recycling, we realized we didn't have that far to go."

Respiratory Care Services recycles oximeter sensor probes, which are oxygen saturation monitors. Although designed for disposal, the $15 probes can be returned to their manufacturer, Nellcor Inc., for a $1.05 reprocessing rebate, says Alfred Lopez, who works with respiratory therapy equipment.

"It doesn't seem like much when you look at the cost of one probe, but depending on the volume, we can get a substantial amount in return," he says. With sensor probe purchases for the Medical Center ranging from $200,000 to $350,000 a year, Lopez estimates the department receives about $10,000 in credit annually that can be redeemed to

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Campaign begins to protect patients' confidentiality

By LISA CISNEROS

Sharing information about patients can be useful to provide new insights to improve patient care or to help teach residents and students, but these discussions should be held in appropriate locations.

Sometimes the good intentions of health care workers can be counterproductive as discussions held in public can compromise patient confidentiality.

Even if you don't use a person's name, merely discussing personal information is enough to breach his or her confidentiality, explain Deborah Yano-Fong and Susan Alves-Rankin, co-directors of Patient Relations.

Medical Center staff also should be sensitive to the image that is being portrayed when they are overheard in the hospital complaining about co-workers, managers or the workplace. Hearing negative comments can lower staff morale and decrease patient and visitor trust in the Medical Center.

With these issues in mind, Neal Cohen, President of the Medical Staff, Patient Rela-

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